



March 16, 2010

Re: Implementation of an Indian hiring preference at the NIGC

Dear Tribal Leader:

As you may be aware, the National Indian Gaming Commission (NIGC) has made it a priority to develop and implement an Indian preference policy in its employment practices. We firmly believe that implementing this policy will not only enhance the NIGC's mission but will also have a meaningful and direct effect on tribal communities and the regulated industry. Before taking any action, we seek meaningful and timely dialogue with the tribes to identify their interests and concerns, suggestions, and ideas on this matter.

Please accept this letter as an invitation to begin this dialogue. We will be available to consult with the tribes collectively and individually, as requested and as time and resources permit. We are reaching out to national and regional gaming associations in an effort to collaborate and explore available forums for this discussion. We will begin our efforts at the National Indian Gaming Association 2010 Trade Show and Conference on April 7-8, 2010, in San Diego, California. We will continue to request consultations throughout the summer and welcome all communications from tribal leadership.

We recognize the many demands upon a tribal leader's time and that other obligations may require you to be elsewhere when consultations are scheduled in a regional forum. If you are not able to attend, we would very much welcome your written comments and will make publicly available for comment all draft proposals and regulations during the process.

If you wish to provide written comments, please send them via U.S. Mail to the attention of Steffani A. Cochran, Vice-Chairwoman, at the Washington, D.C., headquarters: send emails to Indian_Preference@nigc.gov ; or send faxes to (202) 632-7066. We very much look forward to hearing from you.

Sincerely,

A handwritten signature in blue ink, appearing to read "G. Skibine", with a long horizontal flourish extending to the right.

George Skibine
Acting Chairman

A handwritten signature in black ink, appearing to read "Steffani A. Cochran", with a long horizontal flourish extending to the right.

Steffani A. Cochran
Vice-Chairwoman